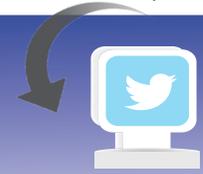


# The Monti Navigator

Be Greater than the Average



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## THINK-ing: a roadmap to growth

Two years ago, we introduced the **THINK** model of communications here at Monticello and I challenged each and every person on the Monti team to consider their words and their intentions every time they spoke, to ensure that whatever message they were communicating, the words and intentions were **TRUTHFULLY KIND, HELPFUL** and **NECESSARY** so that we can continue to **INSPIRE** our kiddos and ourselves to grow.



In this Navigator, I am going to simplify down to an exact science how to truly **THINK** about the journey we must take to help a student, a colleague or even ourselves improve. Just like planning a road trip, there is a process and a natural order of steps to take before you can even get on the road. You might know that you'll be driving and you may know that you want to go somewhere better than where you are, but if you don't follow the natural progression, you might get side tracked by odd roadside attractions, break down on the way, or even wind up driving around aimlessly and never actually **REACHING** your destination.

First, you're going to need to know where you're starting from. You can't read a map or chart a course if you can't pinpoint exactly where you are, and if you can't figure out where you are, you're going to have to seek out landmarks.

Consider this: Imagine you want to make sure that every body could skip across the gym within 30 seconds. There are two goals you would need to measure -- speed and accuracy -- to ensure that any skipper could reach their destination. To do this, you would need some sort of criteria; a ranking system; a series of landmarks to get you oriented so that you can determine each skipper's starting point. Now, consider the simplicity of leveling each skipper's level of skill at a one, two, three or four. By gathering this important starting point information, it allows for appropriate planning to get each individual to the expected destination.

For example: if I was a skipper, you might rank me in one of the levels as follows:

4: Tammy is skipping with precision and mastery

3: Tammy is skipping

2: It looks sort of like Tammy is skipping, but refinement is needed to be on level

1: Tammy is clearly not skipping. I'm not sure what she is doing, but it is definitely not skipping

I am positive that you would be able to immediately, and without a second thought, assess exactly where I am (starting point), and where the next stop should be based upon the expected destination.

Only when you are aware of your starting point and your destination, can you begin to map out your journey between the two. To truly know where to go in building our learning pathways for both students and for ourselves, we must be **TRUTHFUL** about where we currently stand and communicate that stance honestly and with **KINDNESS**.

Before you map it out, you have to consider the vehicle itself -- your budget, the tools that you have tucked away in your hatch. Maybe your car has poor gas mileage, so you'll need to figure out which route has the most gas stations. Maybe you're limited on funds, so you want to avoid routes with tolls. Perhaps you physically can't drive



next to a tractor-trailer because they frighten you, so you want to stay off of the highways and stick to back roads. You'll also want to keep your map handy, so that if you hit the inevitable road block you can pull out your road map and quickly find the best detour. Similarly, a skilled instructor will be able to target where each individual student's challenges lie and make a plan on how to best chart out the journey from point A to point B, regardless of those obstacles. It is on the journey where we continuously deliver the **HELPFUL, NECESSARY** steps that our kiddos need to take to move towards the achievement

standard or the expected destination.

This simplified approach enables folks to do what they never thought they could, and travel to places they never thought they could go -- and when what we thought was impossible becomes possible, that is where inspiration lives.

**THINK** about that -- and **THINK** about who you will **INSPIRE** today!